



FISHERS HEALTH DEPARTMENT

2024 Annual Report



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Welcome

from Public Health Director & Health Officer, Dr. Monica Heltz

On behalf of the Fishers Health Department (FHD), we are proud to present our fifth Annual Report to the residents of Fishers. This report shares the story of our continued work to promote, protect, and preserve the health and well-being of all who live, work, and play in the city of Fishers.

2024 was an important year for local health departments across Indiana. It was the first year for expanded funding support through Health First Indiana (HFI)—a bipartisan effort to promote the health of Hoosiers through increased investments in core public health services. In Fishers, we focused on using this additional funding to strengthen our sustainability, reach, partnerships, and programming.

This expanded funding gave us new opportunities to deepen our impact. In 2024, we increased health education programming for nearly all school-aged children in the city, launched fall prevention programming and services for seniors, and supported public safety through follow-up care for individuals involved in emergency detention related to behavioral health. We also worked to prevent youth vaping by engaging teens and their families through targeted education, facilitated access to care services for uninsured and underinsured residents, and enhanced our clinical billing and cost recapture capabilities. Additionally, we coordinated new outreach events and increased staff training to better support the needs of our growing community.

Our team continues to lead in many areas of public health, both statewide and nationally. Many of our team members participate in, and often lead, professional organizations and associations. This involvement ensures we remain aligned on the highest standards of practice and service and effectively advocate for the unique health needs and concerns of our residents. Our team members serve on national and state boards, advise state legislative and Indiana Department of Health committees, present best practices and new initiatives to peers at national conferences, and lead local coalitions and collaborative initiatives. These efforts not only elevate the quality of services we provide locally but also ensure that Fishers' public health priorities are represented on a broader scale. As always, we remain committed to innovation and excellence in public health, striving to deliver the highest value to our residents.

Thank you for your trust and partnership. It is a privilege to serve Fishers, and we look forward to building an even healthier future—together.



Monica Heltz, DNP, MPH, APRN, FNP-C
Public Health Director and Health Officer

A handwritten signature in black ink that reads "Monica Heltz, DNP, MPH, APRN, FNP-C".

FHD's mission is to empower all who live, work, and play in Fishers to achieve their highest level of health and wellness through education, health services, resources, and partnership development.

SECTION 1

Department Overview



DEPARTMENT OVERVIEW

1.1 Fishers Health Department Model for Public Health

Fishers Health Department (FHD) actions the Public Health 3.0 model through strategic planning, policy, and programming to ensure every resident has an opportunity to achieve their best health. This requires evidence-based and evidence-informed approaches to public health service delivery that prioritize addressing the root causes impacting every person's ability to be healthy.^{1, 2}

This approach necessitates emphasizing the importance of data-informed decision making, cross-sectoral collaborations, and innovative approaches to policies and programs to address complex physical, social, behavioral, and environmental conditions influencing the health of communities (Figure 1).³

As FHD continues to build a strong foundation of core public health services, the department and city will continue to prioritize addressing the broader factors impacting the health and well-being of residents. Delivering on the 10 Essential Public Health Services (Figure 2) and addressing social determinants of health in 2025 and beyond will ensure a meaningful transformation of local public health service delivery to best serve the needs of Fishers as the community continues to develop a smart, vibrant, and entrepreneurial city.



Figure 1: Public Health 3.0



Figure 2: The Ten Essential Public Health Services

CITATIONS

¹ Public Health 3.0: A Call to Action for Public Health to Meet the Challenges of the 21st Century. Indiana Public Health System Review, Dec. 2020.

² More information on social determinants of health, and the role of health departments to improve health and well-being is available from the following: bit.ly/3Ry1x0o, bit.ly/3XHGIzr, bit.ly/4cnXgGG

³ CDC: 10 Essential Public Health Services.

DEPARTMENT OVERVIEW

1.2 Department Services & Responsibilities

FHD was formed on April 24, 2020, upon the approval of the City Council to create a health department that would be agile, resilient, and proactive in protecting and promoting the health and well-being of Fishers residents. As one of three municipal health departments in the state, FHD was borne out of the recognized need to provide local public health services amidst a global pandemic. The FHD team collaborates across the City of Fishers government to provide public health expertise during policy decisions, ensuring evidence-informed and health-in-all policy approaches to local government. FHD’s approach to integrating evidence-informed

public health policy has been highlighted by others as an exemplar for ensuring public health is at the forefront of government policies.⁴

FHD’s mission is to empower all who live, work, and play in Fishers to achieve their highest level of health and wellness through education, health services, resources, and partnership development. Our vision is to be an innovative leader in evidence-informed public health practices that promote wellness for all residents through collaborative partnerships.

FHD provides a variety of services, including:



Vital Records

Birth and Death Certificates



Vector Control

Mosquito and Rodent Control



Clinical Services

Immunizations, Testing, and Treatments



Private Water Well & Septic Systems Permitting & Inspections



Mental Health Trainings, Resources & Supports



Communicable Disease Surveillance & Case Management



Food Safety Permitting & Inspections



Open Water Sampling & Surveillance



Swimming Pool Permitting & Inspections



Health Education Classes, Campaigns & Partnerships

CITATIONS

⁴Indiana Public Health System Review, Dec. 2020.

DEPARTMENT OVERVIEW

Statutory Operations Managed By FHD⁵ & The Board of Health

- Any action authorized by state statute or rule of the state department to control communicable diseases
- Making sanitary and health inspections necessary to carry out the purposes of Ind. Code §16-20-4
- Investigating the existence of any contagious or infectious disease
- Adopting measures to arrest the progress of contagious or infectious disease
- Entering into contracts for the provision of health services within the board's jurisdiction
- Contracting or purchasing planning services considered essential to the development of an effective community health program
- Appointing professional employees who meet the qualification requirements of the board for professional employee positions
- Providing reports of department activities to the state department in accordance with state department rules
- Enforcing the board's or officer's orders, citations, and administrative notices by an action in the circuit or superior court in accordance with Ind. Code §16-20-1-26
- With the approval of the City Council, establishing and collecting fees for specific services and records established by local ordinances and state law; however, fees may not exceed the cost of services provided. The fees shall be accounted for and transferred to the health fund of the taxing jurisdiction
- All other powers and duties as provided by Indiana law



CITATIONS

⁵Indiana Code §16-20: <https://bit.ly/4cgowXo>

1.3 FHD Organizational Chart

Overseen by the Board of Health and led by Dr. Monica Heltz, FHD is supported by a team of full- and part-time employees. Figure 3 displays the current FHD organizational chart. Board members add subject-matter expertise and experience to support the department’s leadership. Clinical services are overseen through a collaborative agreement with Kathryn Robertson, MD.

Our board includes:

- Fishers Mayor Scott Fadness
- Retired Fishers Fire Chief Steve Orusa
- Kyle Hultgren, Pharm.D Pharmacist
- Salvatore Migliore, MD (Emergency Medicine)
- Michele Saysana, MD (Pediatrics)
- Shobana Pandian, MD, MBBS (Pediatrics)
- Karen Collins, DVM (Veterinary Medicine)



Figure 3: FHD Organizational Chart

1.4 Acknowledgments

FHD extends our deepest gratitude to the residents, elected leaders, community partners, and advocates who continue to support our mission. Over the past five years of serving the Fishers community, FHD has received a level of commitment and engagement that surpasses what many local health departments experience—and we do not take that for granted.

FHD takes pride in operating differently from many traditional health departments. Elevating the “voice of the resident” remains a central focus of our work, guiding us to stay engaged with and responsive to the people we serve. Thank you, Fishers residents, for allowing us to demonstrate our ongoing commitment to your health and for trusting us to be part of building a stronger, healthier community for everyone.

We also wish to extend our sincere thanks to Mayor Scott Fadness and the members of the City Council for their continued support of our department. Your belief in the high value and low cost of the services we provide enables us to meet the needs of our growing city. We are also grateful to our state leaders for passing Health First Indiana (HFI), which empowers us to offer even greater value to Fishers residents through services that promote long-term health and wellness. This critical investment will benefit Hoosiers for years to come.

In 2024, we had the privilege of hosting seven exceptional interns whose dedication and curiosity made a lasting impact. Alison Lu and Gloria Lane, from Hamilton Southeastern High School, and Laney VanTrees, from Fishers High School, provided essential support in various areas of public health. Jaxson Schoenlein, a student at IUPUI, conducted an insightful analysis of our retail food inspection grading system. Melissa Fernandez, also from IUPUI, played a key role in gathering and applying resources to enhance

maternal and child health efforts. Anna Perkins, from Ball State University, supported our environmental team during the busy summer pool and water season and contributed to drafting a future ordinance aimed at ensuring safe conditions in body art facilities. Caitlin Susong, also from Ball State, worked closely with our Health Educator to facilitate health education classes, the Teen Public Health Academy, and numerous community outreach events. We thank each of these interns for their time, effort, and contributions. Their involvement made our work stronger and more impactful.

FHD continues to value the collaboration of key partners like Hamilton Southeastern Schools (HSES), whose ongoing partnership helps ensure families in our community receive coordinated access to nursing services, social support, language access, and more. We are also thankful for the outstanding team at The PLAID Agency for their thoughtful work on this report and for their continued support throughout 2024. In addition, we appreciate the collaboration of the City of Fishers staff, Hamilton East Public Library, Fishers businesses, local nonprofits, and numerous service organizations. Your partnership remains vital to our shared goal of achieving optimal health for every resident in our community.

Finally, FHD is grateful to have received grants, scholarships, and training support from the National Association of City and County Health Officials, the Region V Public Health Leadership Institute, the Indiana Public Health Association, the New to Public Health Residency Program, the Food and Drug Administration, the Indiana Department of Health, and Jim Hallett of Hallett Sports & Entertainment. Your generous support continues to strengthen our ability to serve Fishers residents with excellence.

SECTION 2

2024 Year in *Review*



2.1 Vision for a Culture of Health

In 2024, FHD pursued an ambitious list of goals to align its vision with city administration priorities, respond to resident needs, and meet the priorities outlined by HFI. As FHD set out to build a Culture of Health in Fishers, it became evident that a “health-in-all” policy approach—grounded in public trust—was critical.

To demonstrate the shared commitment of the department and city administration to prioritize health outcomes in every decision and policy, FHD leadership developed a new role: Culture of Health

Ambassador. This action launched a comprehensive communications strategy aimed at building trust with the community and promoting health and wellness lifestyles in Fishers. In support of these efforts, FHD’s clinical operations prioritized the delivery of high-value services for residents while continuing to position the department as a leader in public health. Additionally, to further align with city priorities, FHD took proactive steps to strengthen emergency preparedness and expand its capabilities in preventative mental health services.






Figure 4: 2024 Vision & Planning




2.2 Health Department Goals for 2024

1. Drive Excellence & Innovation





Administrative

-  Pursue Accreditation
 - Complete and publish community health assessment
-  Implement Statewide Vital Records
-  Develop Internal Financial and Administrative Processes
 - Develop written policies and procedures
-  Administer Grant/Partnership Program





Mental Health

-  Develop and Implement Social Worker Program
 - Fully integrate SWP with Police and Fire
-  Finalize Data Integration with Public Safety
-  Identify and Prioritize Organizational Goals from Mental Health Teams

Clinical Operations




-  Consolidate Offices
-  Develop and Implement Insurance Billing Capabilities
-  Hire and Train Staff
-  Expand Clinic Services
 - Develop list of services to provide to residents

Public Education & Outreach

-  Evaluate and Develop Strategic Goals for Education and Outreach
 - Develop & Evaluate Public Education Goals
 - Develop & Evaluate Outreach Goals
-  Work with Culture of Health Ambassador to Implement Priority Initiatives
-  Develop Priorities and Programs for Community Advocates
-  Select and Implement Communications Plan That Drives Demand for Services, Awareness of Health Issues, Optimization of Online Tools


2024 YEAR IN REVIEW

Environmental Health


-  Develop Sustainable Succession Plan
-  Conduct Review of Grading System
-  Hire and Train New Staff

2. Meet HFI Expectations Not Outlined Above


Tobacco Prevention & Cessation

-  Through a tobacco prevention and cessation coalition, have a comprehensive program to address youth tobacco and addictive nicotine prevention


Chronic Disease Prevention

-  Through a healthy community coalition, have a comprehensive, evidence-based program to address obesity and obesity-related disease prevention



Trauma & Injury Prevention

-  Identify a leading cause of injury and/or harm in the community and implement a comprehensive, evidence-based program or activity for prevention

Fatality Review


-  Participate in a local child fatality review, fetal-infant mortality review, and suicide-overdose fatality review team, and provide birth certificates, stillbirth certificates, and death certificates to review teams

Maternal & Child Health


-  Identify an opportunity to improve birth outcomes, and implement an evidence-based or promising program or activity to improve birth outcomes
-  Have a documented process to refer families to needed services including: contraceptive care, WIC, home visiting, prenatal care, substance use disorder treatment, and insurance navigation

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School Health Liaison

-  Partner with schools, based on community need, to implement wellness policies and comprehensive strategies to promote student health
-


Lead Case Management & Risk Assessment

-  Access to a trained or licensed case manager and risk assessor and offer weekly lead testing at a location in the county
-




Access & Linkage to Clinical Care

-  Provide accessible, equitable clinical services, such as those related to communicable diseases, to meet the needs of the community
 -  Engage with the local and state health delivery system to address gaps and barriers to health services and connect the population to needed health and social services that support the whole person, including preventative and mental health services
-

Tuberculosis (TB) Prevention & Case Management



-  Establish partnerships for housing, food security, and interpretation services to assist in case management services for patients with TB and latent TB in the community
-

Health-Related Areas During Emergencies/Disasters


-  Have updated public health emergency response plans
 -  Exercise current emergency response plans with community partners biennially
 -  Meet all grant deliverables
-

2024 YEAR IN REVIEW



Immunizations

-  Have ability to vaccinate all individuals at time of services regardless of insurance status
 -  Have extended vaccination hours beyond routine business hours to meet the needs of the community either through LHD or through community partners
-

Infectious Disease Surveillance & Prevention

-  Initiate public health investigations within 24 hours for 95% of immediately reportable conditions and within two business days for 85% of non-immediately reportable conditions
-




Vital Records

-  Provide birth certificates to all Hoosiers irrespective of county of birth (M, HFI)
 -  Offer Vital Records services without disruption to business continuity during natural disasters/emergencies
-

Food Protection

-  Develop a timely and professional risk-based food inspection standard operation procedure
-

Environmental Public Health

-  Respond to all housing and nuisance complaints within a time frame determined by urgency or risk
 -  Have trained and licensed, if required, staff conducting required environmental inspections, such as onsite sewage systems, vector control, public and semi-public pools, and property-related complaints
 -  Develop and implement an ordinance and permitting process for tattoos and microblading
-

2.3 Expanded Program Highlights

Retail Food Inspection Grading System Pursues National Standardization

Foodborne illnesses affect millions each year and can lead to severe health complications. Ensuring safe food practices is not just a priority—it's a vital public health responsibility. To support this effort, the Food and Drug Administration (FDA) developed Voluntary National Retail Food Regulatory Program Standards⁶— a set of nine evidence-based standards aimed at improving the consistency, effectiveness, and overall quality of food safety programs nationwide. FHD is proud to align its retail food inspection program with these national best practices by pursuing FDA standardization. This ensures that local food establishments meet the highest safety and sanitation levels, giving Fishers residents and visitors confidence in the food they enjoy throughout our community.

FDA standardization enhances every step of our approach, from comprehensive inspector training

to risk-based inspection protocols and stronger compliance efforts. Together, these improvements reduce the risk of foodborne outbreaks and protect public health at the local level. As of 2024, there were only six local health departments pursuing standardization in Indiana. FHD leads the way, having been verified in compliance with three of nine standards—the most of any Indiana local health department. Additionally, all three FHD food inspectors completed their full required FDA training in 2024. Combined with evidence-based Retail Food Grade process, these efforts reflect our dedication to transparency and safety for Fishers residents and visitors.

For more information, including accessing our Retail Food Grading System Dashboard, visit our Food Protection webpage at:

<https://health.fishersin.gov/environmental-inspections-services/environmental-permitting/retail-food-establishments/>.



CITATIONS

⁶USFDA Voluntary National Retail Food Regulatory Program Standards, Dec. 2024.

2024 YEAR IN REVIEW

Public Health Social Work Program Provides Vital Support

FHD's Public Health Social Work program, launched in 2023, continues to serve as a vital support system for residents facing behavioral health and social service needs. The program is staffed by a licensed Clinical Social Worker and two Community Health Advocates—one of which is a Certified Peer Recovery Coach—ensuring comprehensive case management, behavioral health support, and social service coordination for the Fishers community.

In 2024, the Social Work program strengthened its collaboration with public safety partners, including Fishers Fire and Emergency Services and the Fishers Police Department. As a key player in the City of Fishers' Mobile Integrated Health program, "We Care – We Connect," FHD helps bridge critical gaps in care by providing direct support to individuals facing mental health crises, substance use emergencies, and fall-related injuries—the leading cause of preventable injury in our community.

The Social Work team continued its efforts to support preventive mental health care this year. Since 2014, the City of Fishers has prioritized addressing major behavioral health challenges affecting residents. Through the StigmaFree Fishers program, the city has achieved meaningful progress in reducing stigma and increasing mental health awareness. This year, the program focused specifically on expanding early intervention and preventative outreach. To start these efforts, FHD launched suicide prevention training sessions for community members and hosted Fishers' first International Survivors of Suicide Loss Day event which served to promote awareness and increase access to mental health resources. Additionally, FHD integrated an evidence-based social needs assessment into clinic services, enabling real-time referrals to food assistance, housing resources, social service providers, and more.

Given that nearly a quarter of Fishers Fire and Emergency Services calls involve acute mental or

behavioral health crises, the Social Work team has become a crucial resource in rapid response and post-crisis support. In 2024, the team significantly reduced referral times from emergency detention cases—from several weeks to just days, and in some cases, the same day—ensuring timely access to support and treatment services.

FHD launched the Fall Prevention Program in late 2023 to further enhance home safety assessments, one-on-one coaching, and evidence-based fall prevention programming. This program has helped residents reduce risks and maintain independence.



1,147

Residents Supported



1,050

Residents Referred



819

Individuals Educated on Health

In total, 1,147 unique residents were supported by the social work team for a total of 1,505 encounters. Over 40 residents received in-home fall prevention services, and two evidence-based Matter of Balance courses were offered to area residents. The team made 94 home visits, educated 819 individuals on health, safety, and behavioral wellness, participated in dozens of outreach activities, and made over 1,050 referrals to community services for mental health, housing, food assistance, and connection to health and social care.

Impact in Action



A resident in a mental health crisis was trapped in an abusive relationship. The Social Work team quickly coordinated safety planning, law enforcement protection, and mental health resources. Within two weeks, the resident had left the situation, secured a protective order, and started therapy, feeling safer and more stable.



A resident struggling with a severe substance use disorder and multiple suicide attempts was referred to the Social Work team. Together, the team and resident worked to ensure the resident could safely enter recovery. The next day, the resident successfully checked into a rehab facility, taking their first steps toward stability.



EMS responders suspected alcohol use as a factor in a resident's repeated falls and referred them to the Fall Prevention Program. FHD's Community Health Advocate and Certified Peer Recovery Coach helped the resident recognize alcohol's impact on their safety, develop a harm reduction plan, and connect with a primary care provider. The resident now receives monthly follow-ups and has taken steps to reduce drinking and prevent future falls.

As the program looks ahead to 2025, the team plans to expand service offerings for injury prevention and social needs and strengthen partnerships with regional mental health providers. FHD remains committed to proactive, person-centered, and integrated behavioral health solutions to improve the overall well-being of the community.

For more information on community resources or to access support, visit:

<https://health.fishersin.gov/resources/community-resources/> or contact socialwork@fishers.in.us.

Strengthening FHD Financial Management & Operations

Local health departments are often funded by a mixture of small local tax funding and external grant opportunities. After the passage of HFI in 2023, FHD anticipated a greater need to manage both financial and operational tasks while sustainably expanding local public health services. FHD addressed those challenges with the guidance of a Deputy Director of Finance & Operations with a background as a controller for local government. This role helped enhance the efficiency and impact of FHD. To strengthen financial management and grant acquisition, the deputy director role:

2024 YEAR IN REVIEW

- Completed the National Association of City and County Health Officers (NACCHO) Fundamentals of Financial Management Training, a six-week intensive course focused on best practices in public health financial management.
- Managed FHD's grant funding to external partners, ensuring the limited \$50,000 from HFI was strategically aligned with public health priorities and used to maximize impact—particularly by supporting school health, community engagement, and long-term program sustainability, while enhancing FHD's capacity to expand services.
- Initiated the insurance credentialing with 12 insurers and implemented billing services in December 2024, enabling FHD to recapture \$20,817 in billed vaccine services. By eliminating the need for external vendors, these efforts created new revenue streams and strengthened long-term financial sustainability of operations and services to residents.



2.4 HFI and Its Impact on Fishers

Overview of HFI

HFI⁷ is a statewide public health funding initiative established in 2023 through Senate Enrolled Act 4⁸ (SEA 4). This program allocates state funding to local health departments to expand core public health services, particularly in disease prevention, emergency preparedness, and behavioral health.

HFI requires that funding must be used to enhance and expand public health services, ensuring that local health departments can provide critical, community-based interventions without relying solely on local tax revenue.

HFI Funding in Fishers

In 2024, FHD received \$1,001,725.50 in HFI funding to support core public health service areas. The majority of HFI funding was utilized to expand program work within FHD, while \$50,000 was awarded to three partner organizations better suited to achieve key outcomes.

Overall, in 2024—the first year of HFI funding—more than 28,000 public health services funded by HFI were offered. A breakdown of services supported by HFI Fishers Core Service area is provided in Appendix B.



CITATIONS

⁷Information on Health First Indiana: <https://bit.ly/3R3rrZM>

⁸Senate Bill 4: <https://bit.ly/4i2w01p>

2024 YEAR IN REVIEW

HFI Fishers Core Services

 *Access & Linkage to Care*
1,866 Services

Across chronic disease screening, connection to physical healthcare for children and adults, mental health service connections, education and resource connections, and mental health counseling provided by Shepherd’s Center of Hamilton County via contract for services.

 *Infectious Disease Prevention & Control*
447 Services


Including infectious disease case investigations and management, sexually transmitted infection education, education on proper hygiene to prevent disease spread, and sexual health supplies.

 *Child & Adult Immunizations*
2,691 Services

Ranging from direct vaccinations and mobile vaccine clinics. Total immunization services are detail below in Clinical Services of the 2024 Public Health Program and Data section.

 *Student Health/School Health Liaison*
9,435 Services

Primarily in health education, ranging from anti-bullying, student mental well-being, oral hygiene, healthy habits with technology, online safety, disease spread prevention and hygiene, and others.

 *Childhood Lead Screening & Case Management*
111 Services

Including blood lead tests, case management, and education.

 *Tobacco Prevention & Cessation*
5,933 Services

Ranging from youth and adult education, referrals to Indiana Tobacco Quitline/Quit Now and other cessation resources, school educator training on tobacco prevention, and e-cigarette/vaping education for youth.

 *Chronic Disease Prevention & Reduction*
3,257 Services

Across screening and referrals, nutrition and physical activity education, and other related educational services.

 *TB Prevention & Case Management*
1,582 Services

Including 509 tests for TB, 76 individuals treated for latent TB to prevent infection, 317 directly observed therapy sessions to ensure adherence to disease treatment and infection control, educational services for TB prevention, and referrals to medical and social care services.

2024 YEAR IN REVIEW



Public Health Emergency Preparedness **7 Services**

Including six drills and trainings.



Trauma & Injury Prevention & Education **3,177 Services**

Including education on water safety, fall prevention, substance use prevention, mental health well-being, suicide prevention, infant safe sleep, overdose drug reversal training and supplies, and education on other related health-disciplines. Additionally, the FHD public health social work team followed up with 911 encounters for injuries and mental health to provide resource connections; see Expanded Program Highlights for more details on public health social work provided by FHD.

HFI in 2025

The statewide outcomes from just one year of HFI funding demonstrate the impact investments in local public health services can have.⁹ Looking ahead to 2025, FHD will continue to use HFI funding to:

- Facilitate ease of access to meaningful health prevention services
- Increase chronic disease prevention programs, including additional screenings and community-based wellness initiatives
- Expand health education programming for community-wide initiatives and targeted programming to assist our older population to age in place more successfully
- Improve environmental health services, including standardized food safety inspections and expanded environmental health inspections
- Integrate public health social work services to strengthen mental health services and supports across Fishers



CITATIONS

⁹Health First Indiana Evaluation: Preliminary Report: Estimated Cost Savings from Prenatal Care, Blood Pressure Screenings, and Fall Prevention Services, Center for Health Policy Richard M. Fairbanks School of Public Health Indiana University Indianapolis, Dec. 2024.

SECTION 3

2024 Public Health Programs &

Data





2024 Programs & Data

Communicable disease investigations, surveillance, and public health mitigation measures are essential public health efforts to reduce or eliminate health risks to the community. FHD coordinates with the Indiana Department of Health (IDOH), and other agencies as needed, on these activities. Additional core public health programs and services, such as vital records provisions, environmental health inspections, clinical services, health education, vector control, outreach, and emergency preparedness, comprehensively protect and promote the health of populations.

The following section reports on the public health data across all FHD programming in 2024.

3.1 Communicable Disease & Event Reporting

FHD is responsible for communicable disease investigations for over 70 reportable conditions defined in 410 IAC. Table 1 displays confirmed cases of reportable conditions in Fishers for 2024 compared to 2023. Beyond the work of case management for confirmed infectious disease cases, FHD public health nurses investigate reports of possible conditions to ensure proper surveillance and prevention activities. In 2024, public health nurses investigated 338 communicable disease reports and case managed 272 confirmed cases.

FHD continued participating in the Centers for Disease Control and Prevention’s National Wastewater Surveillance System for COVID-19 surveillance.¹⁰ FHD wastewater surveillance data can be found on the CDC website as sewer shed 2357 located at:

<https://covid.cdc.gov/covid-data-tracker/#wastewater-surveillance>.

Disease/Event	Confirmed 2023 Cases	Confirmed 2024 Cases
2019 Novel Coronavirus	9,638*	*
Chlamydia Trachomatis Infection	262	247
Latent Tuberculosis	62	59
Gonorrhea	61	47
Animal Bites	45	36
Adult Syphilis	9	11
Salmonellosis, Excluding S. Typhi and S. Paratyphi	9	7
Campylobacteriosis	8	Suppressed
Hepatitis C Virus Infection, Past or Present	7	Suppressed
Lead	6	Suppressed
Strep Pneumoniae, Invasive	Suppressed	Suppressed
Legionellosis	Suppressed	Suppressed
Giardiasis	Suppressed	Suppressed
Shiga Toxin-Producing Escherichia Colio (STEC)	Suppressed	Suppressed

CITATIONS

¹⁰ Centers for Disease Control and Prevention’s National Wastewater Surveillance System: <https://bit.ly/3XF3dsE>

Communicable Disease & Event Reporting (Continued)

Disease/Event	Confirmed 2023 Cases	Confirmed 2024 Cases
Shiga Toxin-Producing Escherichia Colio (STEC)	Suppressed	Suppressed
Streptococcal Disease, Invasive, Group A	Suppressed	Suppressed
Cyclosporiasis	Suppressed	Suppressed
Cryptosporidiosis	5	Suppressed
Pertussis	Suppressed	Suppressed
Vibriosis (Non-Cholera Vibrio Species Infections)	Suppressed	Suppressed
Haemophilus Influenzae, Invasive Disease	Suppressed	Suppressed
Hepatitis B Virus Infection, Chronic	Suppressed	Suppressed
Malaria	Suppressed	Suppressed
Varicella (Chickenpox)	Suppressed	Suppressed
Influenza-Associated Death	Suppressed	Suppressed
Hepatitis C, Acute	Suppressed	Suppressed
CP-CRE (Retired)	Suppressed	Suppressed
Lyme Disease	Suppressed	Suppressed
Influenza-Associated Pediatric Mortality	Suppressed	Suppressed
Shigellosis	Suppressed	Suppressed
Monkeypox	Suppressed	Suppressed
Coccidioidomycosis	Suppressed	Suppressed
Tuberculosis	Suppressed	Suppressed
HIV	Suppressed	Suppressed

Table 1: Communicable Disease & Event Totals in Fishers for 2024 compared to 2023

**COVID-19 reporting significantly decreased in 2024.
To ensure confidentiality, it is necessary to suppress data for events with case counts fewer than five.*

3.2 Clinical Services

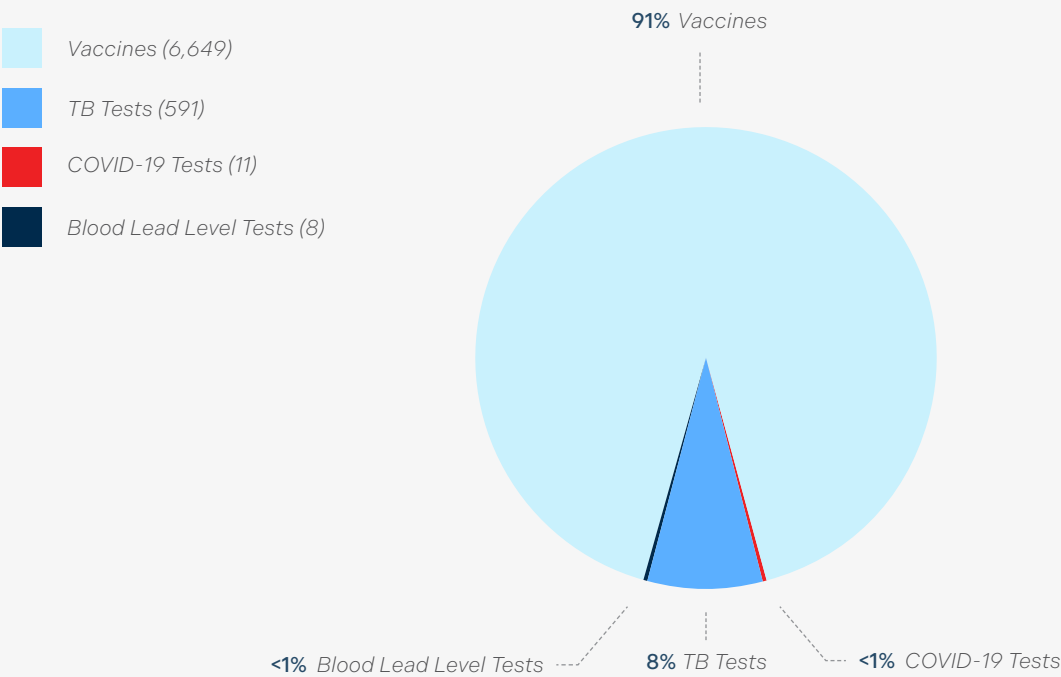
FHD provides clinical services designed to be accessible and to meet the needs of all our residents. The FHD clinic maintains clinical hours five to six days each week, including two evening clinics each week and two Saturday clinics each month, in order to provide services when our residents are best able to access them. FHD also utilizes an interpretation service with access to over 350 different languages to ensure services for new United States residents and their family members.

The clinic provides screening and prevention services for a variety of conditions. Screening services include tests for disease or exposures such as COVID-19, TB, and blood lead levels. Prevention services are offered via vaccinations, preventative medications, and health

education. Vaccines provide a cost-effective primary prevention strategy to control vaccine-preventable diseases. The department offers all childhood and adult vaccines recommended by the Centers for Disease Control (CDC) and Prevention.

In 2024, FHD provided testing and vaccination services to 3,152 patients, including 591 TB tests, 11 COVID-19 tests, eight blood lead level tests, and 6,649 vaccines. FHD continued to offer multiple “back-to-school” vaccination clinics onsite at schools, through extended hours at the FHD clinic, and via mobile vaccine efforts for flu vaccine. Over 168 individuals were able to remain up to date on vaccines through these mobile efforts.

Clinical Services Provided by FHD in 2024



3.3 Vital Records

FHD is responsible for providing vital records pertaining to births and deaths that occur in Indiana, from 1907 to present. As part of the department’s services, FHD provides complimentary onesies to new residents who are born in Fishers. The Vital Records division is supported by FHD’s vital record registrar with advanced training in vital records and vital statistics. Our vital records registrar completed all Indiana Vital Records Association competency trainings in 2024 to achieve the highest certification, Capstone VRP-Specialist, ensuring the highest level of service for our community.

Records	Total
Death Certificate Copies Provided	2,771
Birth Certificate Copies Provided	996
Resident Deaths in 2024	609
Resident Births in 2024	1,003

Table 2

**By comparison, in 2023, there were 549 deaths and 1,023 births in Fishers.*



3.4 Environmental Health

The Environmental Health division of FHD protects the well-being of residents through sanitation standards for food establishments (e.g., restaurants, groceries), inspections of open and communal water sources to minimize the potential for water-borne disease transmission, lead home inspections, and disease control prevention programs to protect residents from disease transmitted by insects and rodents such as vector control (e.g., mosquitoes).



Retail Food Establishments

A total of 605 food permits were issued by FHD and 852 health inspections were conducted. In 2024, there were 28 complaints at retail food establishments in Fishers—down from 37 complaints in 2023. Only one facility was temporarily closed in 2024 due to issues with sanitation standards, an improvement over the previous year. FHD is one of just six local health departments in Indiana enrolled in the FDA's Voluntary Retail Program Standards program and is the second local health department to implement a letter grade system for food establishments—both evidence-based practices proven to reduce food-borne illnesses. With these measures in place, the department saw improvement in food safety outcomes this year: 92% of permanent restaurants receiving a grade letter A, up from 88% in 2023. In 2024, 344 permanent restaurants received a letter grade A, 25 letter grade B, and six received a C.

The FHD Retail Food Grade Dashboard, available online at <https://map.fishers.in.us/restaurants/>, is updated throughout the year as facilities are inspected and graded. In total, FHD collected \$129,010 in retail food permit fees in 2024.

Inspections, Permits, and Records	Total
Permanent Food Establishment Permits	387
Temporary Food Establishment Permits	107
Food Truck Permits	59
Food Facilities Complaints	28
Farmers Market Food Vendor Permits	52
Total Inspections	852

Table 3

2024 PUBLIC HEALTH DATA

Open Water Sources, Pools, Septic & Wells

Regular inspections of open water sources, recreational water facilities (such as pools and spas), septic systems, and wells are crucial in preventing waterborne illness and injury. In 2024, FHD monitored 167 water samples for safe levels of bacteria and contaminants, conducted 88 pool and spa inspections, and completed 10 environmental inspections. Seventeen private water wells returned satisfactory lab results, confirming their safety for consumption. The team issued 90 public pool and beach permits. Temporary advisory notices were issued for two open water sources—Fall Creek at Geist Park and the White River—after lab results indicated unsafe conditions for recreational use. Water sampling results are available online at:

<https://health.fishersin.gov/environmental-inspections-services/environmental/>.

Fees for permits in 2024 totaled \$15,250.



Vector Control

Vector-borne diseases are spread through contact between infected animals and humans. In Fishers, the primary mode of vector-borne disease transmission is likely through mosquitoes. To target this threat, FHD's vector control program samples area mosquito populations, utilizing trapping and laboratory analysis via the IDOH. Upon identification of diseases such as West Nile Virus (WNV) or other vector-borne diseases in Indiana, FHD assesses public standing water sources and employs an environmentally friendly water-soluble larvicide to minimize contact between disease-carrying mosquitoes and residents. In 2024, 16 locations were monitored weekly during mosquito season (approximately April through October) using bait-traps to capture and laboratory test mosquitos for the presence of WNV. Zero locations tested positive for the presence of WNV.

3.5 Public Health Emergency Preparedness

FHD participates in the IDOH Public Health Emergency Preparedness (PHEP) grant program to ensure capable response to public health and healthcare emergencies. The FHD PHEP Coordinator is trained in CDC Public Health Preparedness, National Incident Management Systems, and other state and federal training programs to identify, evaluate, and respond to natural and man-made disasters. Furthermore, the FHD PHEP Coordinator participates and leads city-, county-, and state-level emergency operations planning groups, including the IDOH District 5 Healthcare Coalition Executive Board. This year, there was no large-scale exposure requiring activation of FHD's emergency preparedness plans.

3.6 StigmaFree Fishers

StigmaFree Fishers was established by the city in 2014 to address mental and behavioral health challenges within the community. Integrated into FHD's services in 2021, StigmaFree Fishers complements the existing community paramedicine program, which focuses on assisting individuals in mental health crises. FHD takes a public health approach that targets upstream factors impacting mental health by implementing interventions aimed at preventing issues such as binge drinking, substance misuse, depression, anxiety, and mental distress. Alongside the social work program and broader community collaborative efforts, the initiative adopts a holistic and collaborative approach to enhance wellness for all residents through advocacy, proactive service delivery, and prevention efforts.

In 2023, FHD purchased CredibleMind, a mental health content platform that provides evidence-based online resources. The platform, available through StigmaFreeFishers.com, can also highlight local resources. Since its launch in May of 2023, the program has seen over 17,439 users. In 2024 alone, the site captured 10,299 visitors and over 22,779 sessions. Users completed 3,790 assessments, explored 101 different topics, and accessed 827 resources. This tool is complemented by the Community Resource List, a local resource list compiled and managed by our team that has been the most accessed local resource list on the site.



3.7 Culture of Health Ambassador

2024 marked the first full year for the Culture of Health Ambassador—a unique cross-departmental role funded by FHD to support city initiatives promoting physical fitness and general health and wellness. The ambassador champions initiatives related to social connectedness, trail connectivity, race management and facilitation, and similar health-forward initiatives.

Over the past year, the Culture of Health Ambassador achieved several key milestones. A major focus of the role is managing the annual Geist Half Marathon, which saw an increase of 820 participants in 2024. A new 10K race was also added, expanding the event’s reach. With the support from Aspire and the American Foundation for Suicide Prevention, the race also introduced the Mental Health Mile cheer section to spotlight the importance of mental well-being.

Other activities completed or facilitated by the Culture of Health Ambassador in this first year include:

- Launching Wellness Wander, a mental health walk out in nature, supported with evidence-based information and exercises to facilitate mental health outcomes
- Highlighting stories of residents with inspiring healthy living journeys to encourage a culture of health
- Building connections via regional stakeholder meetings to plan and execute future “Greater Indy Trailways,” the larger metro region initiative to connect the Nickel Plate Trail and the Fall Creek Greenway to the extensive regional network of trails
- Designing and establishing mile markers on Geist Greenway and initiating the establishment of a uniform system of trail markers for use throughout the Fishers trail network



3.8 Student Support, Health Education & Outreach



All FHD team members enhance community health through education, outreach, and school support initiatives. Much of this work is led by FHD's Health Educator, Project Manager, and School Liaison and includes facilitating informed conversations with community members, raising awareness through outreach and social media, and developing tailored educational programs and resources to encourage health from early childhood on. Most health education events are free of charge to residents or community groups, coordinated alongside community partners to expand reach and impact.



School-Based Support

School Liaison

The School Health Liaison plays a crucial role as a public health partner for Fishers schools. This position acts as the central communication and partnership hub between local schools and FHD, providing support to school nurses and staff in addressing the needs of students and families, ultimately working towards enhancing overall public health outcomes.

The liaison identifies gaps in services and responds by co-developing programs, coordinating health screenings, organizing immunization clinics, providing health education opportunities, and connecting families to essential services.

In 2024, the School Health program strengthened its foundational support and developed new initiatives to better serve students and families. The program provided translation services, scheduling support, and vaccinations for multilingual families in area schools. It also enhanced school nurse and administrator access to public health best practices, distributing resources through a School Health Newsletter and connecting nurses with professional development opportunities through the National and Indiana Associations of School Nurses. The liaison was also invited to speak at Hamilton Southeastern School District's English as a New Language (ENL) Health and Wellness Night, providing health education and connecting families with vital health and social resources.

"The turnout for our ENL Health and Wellness Night was incredible—it was so rewarding to help so many people. We truly love this partnership with FHD and everything you do."

Kathy Drury, Immigrant Connection

Classroom Education

In 2024, FHD's Health Educator offered over 488 health education lessons to more than 19,000 residents, covering a wide array of topics including communicable and chronic diseases, environmental health, mindfulness, suicide prevention, substance use and harm reduction, emergency preparedness, nutrition, financial insecurity, and more. In addition, the public health educator expanded school-based public health education to cover programming for all kindergarten through eighth grade (except second grade) as well as select courses in high school. These school and youth programs ensure age-appropriate and engaging public health lessons on topics like hand hygiene, mindfulness, tobacco and vaping prevention, and more.

"Kacy Brobst visited our school to teach us about nicotine. She was super kind and shared a lot of helpful info about nicotine and other addictive products. It was really eye-opening for me!"

HSE Intermediate Junior High Eighth Grader

"We love having these lessons and can't wait to continue them next year. We've had nothing but rave reviews about FHD's instruction!"

HSE Intermediate Junior High Assistant Principal

2024 PUBLIC HEALTH DATA

School Partnerships

The FHD team collaborates with local school administration to explore opportunities for holistically promoting student health and wellness. FHD helps schools find grant opportunities that facilitate improved student nutrition in school settings, assists schools in offering open gym times over the winter months to increase opportunities for physical activity, and provides grant funding to increase mental health supports available in schools.

This collaboration ultimately led to a joint grant application to support nutrition education and access to food grown locally at the Fishers AgriPark in school cafeterias. Additionally, FHD initiated a grant program to support student-led efforts in a school-based club to improve health outcomes or provide a service to the community.

Among these accomplishments, FHD launched “Hidden in Plain Sight,” a mobile pop-up campaign that simulates a teen bedroom setup to educate parents and caregivers on vaping trends and signs of substance use. The initiative was so popular that it has been requested for additional pop-up events in 2025.

The Teen Public Health Academy, a free one-week half-day camp offered to rising freshmen up to seniors, also saw growth in its second year. In the program, students participate in a variety of hands-on experiences, learning from FHD program staff, public safety staff, IDOH laboratory professionals, and the Fishers mayor. The camp culminates in a health education activity at the Fishers Farmer’s Market. This year, FHD’s Health Educator enrolled 16 students and two high school teaching assistants in the camp. Four returning students deepened their public health knowledge through a

tailored “2.0” experience. FHD’s Teen Public Health Academy has gained national recognition and was awarded a speaking opportunity at the NACCHO360 conference in July 2024. If you’re interested in learning more or partnering, contact schoolhealth@fishersin.gov.



“I already recommended this academy to six of my friends!”

Participant of the Teen Health Academy

“I had a great time at this academy and learned a lot. Thank you so much, Kacy, for putting this Academy together! 10/10 I would recommend this to my friends.”

Participant of the Teen Health Academy

Community Partnerships, Outreach & Grants

FHD continues to strengthen and expand partnerships and collaborate community stakeholders. In 2024, FHD partnered with over 114 nonprofits, foundations, businesses, and other service providers, including Aspire, IU Health, Fishers Youth Assistance Program (now Fishers Youth Initiative), Good Samaritan Network, Shepherd’s Center of Hamilton County, Trinity Free Clinic, local food pantries, and others to offer various community events and initiatives. FHD's project manager, JJ Sharp, serves as a key facilitator for much of this community outreach and collaborative work.

Grant Programs

FHD utilized several funding sources to distribute grants to community partners in 2024. The following grants enabled greater access to care initiatives, truancy prevention, tobacco cessation and prevention, fall prevention and support for older adults, mental health supports, and more.

Grant Source	Grant Program(s)	Grant Partner(s)	Amount Funded
Jim Hallett, of Hallett Sports & Entertainment	School Club Grant Program	Fishers Junior High Yoga Club	\$250
		HSE High School Riley Dance Marathon	\$500
		Fishers Do Something Club	\$500
Cooperative Agreement (CoAg) Funding for School Liaison	Project Hope	Hamilton Southeastern Education Foundation	\$150,000 over 3 years
	Truancy Prevention Program		\$2,800
	School Nurse Memberships, Includes Vision Resources	Indiana School Nurses Association	\$2,489
Health First Indiana	Fall Prevention & Support for Older Adults	Shepherd’s Center of Hamilton County	\$20,000
	Access to Care & TB Prevention	Trinity Free Clinic	\$20,000
	Tobacco and Vaping Prevention & Cessation	Breathe Easy Hamilton County	\$10,000

Table 4

2024 PUBLIC HEALTH DATA

Events Facilitated

Health & Wellness Day at the Fishers Farmers Market

FHD organized the fourth annual Health and Wellness Day at the Fishers Farmers Market. The event brought 25 local health and wellness providers to offer education, resources, and social service screenings to residents. The event had an on-site blood drive and opportunities to engage with all the providers—including physical therapists, chiropractors, state agencies providing health insurance navigation assistance, mental health providers, support groups, and more. Lawson (former HSE Mental Health Coordinator) both served on the Indiana Behavioral Health Commission through the passage of that legislation.

Club Day at the Fishers Farmers Market

Launched in 2023, FHD organizes an annual Club Day to facilitate connections among Fishers residents. This year, the event brought over 20 diverse clubs to the Fishers Farmers Market—from the Fishers Running Club and Armed Forces Commission to the Rotary Club and the Indiana Star Wars Collecting Community. Each year, the event garners positive feedback from both participating clubs and residents.



Hope for Happiness at the Fishers Farmers Market

For the last several years, FHD has supported the Hope for Happiness event, a mental health awareness

event organized by the Bring Change to Mind clubs at Hamilton Southeastern and Fishers High Schools. The event brings together dozens of behavioral health organizations and draws hundreds of attendees. With interactive, student-led activities and opportunities to connect with local resources, the event encourages residents to actively engage in supporting their mental well-being.

Film Screening: "Sometimes I Imagine Your Funeral"

FHD launched Fishers' first public movie screening on mental health, addiction, and loss with the screening of a local filmmaker's documentary "Sometimes I Imagine Your Funeral." After the film, over 100 attendees were invited to discuss substance use awareness and explore community resources and supports.



International Survivors of Suicide Loss Day

FHD hosted the city's first International Survivors of Suicide Loss Day in collaboration with the American Foundation for Suicide Prevention. This national annual event included a robust program with healing yoga, a keynote speaker, opportunities for mutual support, and opportunities to share about loved ones lost to suicide. There were 27 participants.

2024 PUBLIC HEALTH DATA

Community Involvement & Collaboration

In 2024, FHD partnered with several organizations to provide services and additional education to the public including:

- Delivering free flu vaccines to attendees at Fishers Farmers Market in partnership with IU Health
- Hosting on-site vaccination events with the provision of free COVID-19 testing kits
- Providing tailored health education services to area neighbors and at events, in partnership with organizations serving neighbors in need, such as Come-To-Me Food Pantry, Hamilton County Humane Society, Good Samaritan Network, and others
- Teaching health and safety to 285 participants at HEPL's summer reading events
- Leading hands-on nutrition lessons to local Girl Scout troops who utilized the information to create healthy after-school snacks
- Partnering with Grace Care Center's Mobile Food Pantry at Northview Church to offer immunizations
- Collaborating with Fishers Youth Assistance Program to offer vaccines onsite

FHD staff also serve on multiple workgroups, boards, and committees for organizations including:

- National Association of City and County Health Officials
- Indiana Public Health Association
- A Healthier Hamilton County: Systems of Care
- Hamilton County Community Foundation's Behavioral Health Community Action Plan
- Hamilton County Food Resource Coalition
- Indiana Department of Health's statewide public health workgroups
- Shepherd's Center of Hamilton County Program Committee
- And more


FHD will continue to prioritize and strengthen ties with area organizations to ensure a community-based approach to improving the health and well-being of all Fishers residents in 2025 and beyond.



Digital Outreach Metrics

FHD utilizes the department website and social media accounts to provide evidence-based information to thousands of individuals, expanding the reach of public health education.

SOCIAL MEDIA			
 X			
	35,430 Impressions	907 Engagements	1,387 Followers
 Facebook			
	176,868 Impressions	6,695 Engagements	5,049 Followers
 Instagram			
	13,873 Impressions	917 Engagements	158 Followers

WEBSITE			
Home Page	Food Grades	Vaccinations	Community Resources
			
43,196 Views	4,482 Views	3,008 Views	1,824 Views
			
9,301 Active Users			

SECTION 4

Administrative *Overview*



ADMINISTRATIVE OVERVIEW

4.1 Staff Accomplishments

In 2024, FHD staff obtained numerous certifications, completed training programs, and presented work at conferences to improve service offerings for the Fishers community.

Dana Abney

Public Health Nurse



Completed Sexually Transmitted Infections training offered by IDOH

Kacy Brobst

Health Educator



Presented on FHD's Teen Public Health Academy at the National Association of City and County Health Officers 2024 Annual Conference

Tim Burbich

Health Inspector



Appointed Chairperson of the Indiana Environmental Health Association Central Chapter Emergency Response workgroup



Completed FDA Root Cause Analysis for Retail Food Safety training

Amanda Didier

Public Health Nurse



Completed CDC TB training and FEMA National Incident Management System (NIMS) training



Received certification to offer HIV testing

Briggs Gonzalez

Health Inspector



Completed Food Safety in the Event of Disasters training, the Environmental Assessment training series, FDA Voluntary Retail Food Regulatory Program Standards Self-Assessment & Verification Audit Workshop, and FDA Standardization trainings

ADMINISTRATIVE OVERVIEW

Laura Gropp

Deputy Director of Finance & Operations

- + Completed NACCHO Fundamentals of Financial Management training

Barbara Hathaway

Vital Records Registrar

- + Completed all IVRA competency trainings in 2024 to achieve the highest certification, Capstone VRP-Specialist
- + Appointed as an IVRA Central Region Chapter Representative

Monica Heltz

Public Health Director

- + Appointed Health Officer for FHD
- + Presented at NACCHO360 annual conference and the 2024 American Public Health Association (APHA) annual meeting
- + Served on board of Indiana Public Health Association (IPHA), the Indiana State Association of City and County Health Officials (INSACCHO), and the Workforce Development workgroup for the National Association of City and County Health Officials (NACCHO)

Mikayla Kass

Public Health Nurse

- + Continued professional development at Indiana Association of School Nurses 2024 Conference
- + Earned certification in Basic Life Support Instructor training
- + Completed HIV training

Spencer Martin

Health Inspector

- + Completed the National Pool and Hot Tub Alliance Certified Pool Operator (CPO) Instructor training to offer affordable CPO training to area pool operators

ADMINISTRATIVE OVERVIEW

Joshua Robinson

Assistant Director

- + Served on the Indiana Department of Health State Public Health Data Advisory Committee to recommend statewide strategic plans for public health data initiatives

JJ Sharp

Project Manager

- + Completed Talk Saves Lives Training for Presenters
- + Panelist at Capitalize on Chaos: ADHD & the Drive to Entrepreneurship
- + Invited to present StigmaFree Fishers initiative at the Youth and Mental Health Resiliency Summit

Brittany Cheviron-Smith

Social Worker

- + Trained in Talk Saves Lives to expand suicide prevention education opportunities

Daniel Sterling

Community Health Advocate

- + Presented at American Public Health Association national conference on FHD’s Fall Prevention Program
- + Passed the National Commission for Health Education Credentialing and became a Certified Health Education Specialist (CHES)
- + Earned certification as a Community Health Worker and Peer Support Professional
- + Trained as an instructor for Stepping On, an evidence-based fall risk reduction program for seniors

Dan Stuart


Health Inspector

- + Completed Food Safety in the Event of Disasters training, the Environmental Assessment Training Series, and FDA Voluntary Retail Food Regulatory Program Standards Self-Assessment & Verification Audit Workshop

ADMINISTRATIVE OVERVIEW

Todd Suchy

Building Commissioner and Environmental Services Coordinator

-  Successfully kept up on a wide range of certifications while performing plan reviews and managing a high-performance team
-


Amy Voris

Public Health Nurse

-  Started a Master of Science degree in Disaster Planning and Emergency Management
-

Ginny Zimmerman

Culture of Health Ambassador

-  Completed the New to Public Health Residency program, a cohort learning network facilitated by the University of Madison-Wisconsin's School of Public Health, and completed a quality improvement project for a parks visitor data collections strategy as part of the program



4.2 Administrative Report

Transparent fiscal reporting is vital for government organizations and ensures the ability to maintain the trust of Fishers residents and deliver public health services. The 2024 balance sheet for FHD is listed in Tables 5 and 6.

In Indiana, local health departments are primarily funded through property taxes. FHD, among local health departments in the state, operates with one of the lowest property tax rates in the state, and lowest in Hamilton County (Appendix A). In addition to property tax funding, the department receives additional revenues that are incorporated into the annual budget approved by the Board of Health and City Council. These additional revenues mainly come from vital records fees, licensing fees for food establishments and pools, and HFI.

To enhance core health department functions and boost health outcomes for Fishers residents, FHD actively pursues various state, federal, and nonprofit grant funding opportunities and reimbursement sources in addition to its traditional funding sources.

ADMINISTRATIVE OVERVIEW

Revenue

General Operating Revenue	2024 Budget	2024 Actual
General Property Taxes	\$830,539	\$830,539
Vaccine Administration Fees		\$77,594
Health Department Licensing	\$300,000	\$142,635
Vital Records Certificates		\$55,345
Health Department Inspections		\$1,200
Other Fees		\$3,493
Refunds		
Total General Revenue	\$1,130,539	\$1,110,806
HFI Revenue	\$1,001,726	\$1,001,726
Grant Revenue	2024 Budget	2024 Actual
Health Issues & Challenge Grant – Community Paramedicine*	\$197,779	\$109,493
Health Issues & Challenge Grant – Lead*	\$7,907	\$2,214
Vaccine Grant-VFC (2715)*	\$319,986	\$261,986
Public Health Preparedness Grant*	\$48,206	\$45,461
CoAg School Liaison*	\$330,000	\$330,000
NEHA FDA Base Grant	\$10,000	\$3,307
NEHA FDA Training Grant	\$7,500	\$4,700
COVID Supplemental*	\$83,404	\$83,404
Total Grant Revenue	\$1,004,781	\$840,564
Donations	2024 Budget	2024 Actuals
School Health Club Grant by Jim Hallett		\$10,000
Total Donations Revenue		\$10,000
Total Revenue	\$3,137,046	\$2,953,096

Table 5

ADMINISTRATIVE OVERVIEW

Expenses

General Operating Expenses	2024 Budget	2024 Actuals
Full-Time Salaries	\$595,748	\$545,104
Part-Time Salaries	\$51,159	\$62,349
Employee Benefits	\$276,292	\$328,898
Operating Supplies	\$89,000	\$99,489
Professional Services	\$131,810	\$200,072
Comms & Transportation	\$18,500	\$9,479
Postage	\$2,500	\$911
Printing & Advertising	\$5,000	\$585
Capital**	\$3,000,000	\$2,564,733
Total General Operating Expenses	\$4,171,009	\$3,811,620
Expenses—HFI* (New in 2024)	2024 Budget	2024 Actuals
Salaries	\$446,252	\$439,885
Employee Benefits	\$193,513	\$125,678
Operating Supplies	\$32,650	\$25,180
Professional Services	\$224,574	\$257,834
Comms & Transportation	\$12,500	\$7,708
Postage		
Printing & Advertising	\$5,000	\$4,619
Capital	\$100,172	\$47,938
Total HFI Expenses	\$1,014,661	\$908,843
Total Expenses	\$5,185,670	\$4,720,463

Table 6

*Grants are multi-year grants. The data presented here is 2024 data only for 23/24 grant period and 24/25 grant period

**Capital earmarked for Health Department Offices and Clinic at Fishers Community Center from cash balances

2025



2025

Goals





5.1 2025 Goals

As we build on the foundation of the past five years, 2025 marks a pivotal moment in our evolution as a public health department. This year, we are advancing our commitment to strategic planning, resident-centered services, and operational efficiency. With a continued focus on sustainability and innovation, we are setting ambitious goals that not only meet current needs but anticipate future ones. Through it all, we remain dedicated to working hard, operating lean, and forging a path forward for a public health department that puts residents at the center of everything we do.

2025 GOALS

1. Excel in Foundational Public Health Services

Mental Health

- + Decrease the average annual case rate of Fishers residents dying by suicide

Substance Use

- + Decrease the average annual case rate of accidental overdoses and deaths by overdose

Trauma and Injury Prevention

- + Decrease the percentage of Fishers residents aged 65 or older with repeat falls requiring EMS services

Maternal Health

- + Increase the percentage of pregnant women accessing prenatal care within the first trimester

Chronic Disease

- + Decrease the percentage of residents with high cholesterol or blood pressures

Cancer Prevention





- + Increase the completion rates for the HPV vaccine series for children ages 13-18

Tobacco Prevention & Cessation

- + Increase the percentage of Fishers students, grades 7 and 8, receiving Catch My Breath anti-vaping education

2025 GOALS

2. Promote a “Culture of Health and Well-Being”

-  Expand the public health communications, education, and outreach program by expanding digital offerings and community-based education
-  Coordinate across departments to identify opportunity for collaboration to expand health promotion through recreational supports
-  Continue to develop a network of internal and external partners to encourage a health-in-all approach for events and planning
-  Establish a Community Advisory board to sense check activities and provide consistent and ongoing feedback to FHD administration and the Health Board

3. Prepare for Accreditation

-  Ensure all new initiatives are in line with standards outlined by the Public Health Accreditation Board
-  Complete the Community Health Assessment
-  Complete a Community Health Improvement Plan
-  Initiate the Strategic Plan
-  Complete the document collection process
-  Assess readiness and develop timeline for accreditation

Appendix



APPENDIX

A. Health Fund Tax Rates

County	Tax Rate (\$)	Population
Adams County	0.0172	36,288
Allen County	0.0151	394,545
Bartholomew County	0.0192	84,003
Benton County	0.0058	8,729
Blackford County	0.0348	11,893
Boone County	0.0110	76,120
Brown County	0.0185	15,653
Carroll County	0.0057	20,525
Cass County	0.0153	37,666
Clark County	0.0037	125,467
Clay County	0.0142	26,460
Clinton County	0.0193	32,730
Crawford County	0.0540	10,438
Daviess County	0.0125	33,656
Dearborn County	0.0168	51,215
Decatur County	0.0180	26,399
DeKalb County	0.0190	44,198
Delaware County	0.0065	112,321
Dubois County	0.0100	43,546
East Chicago (city)	2.3814*	25,830
Elkhart County	0.0229	206,409
Fayette County	0.0135	23,362
Fishers (city)	0.0100	104,094

County	Tax Rate (\$)	Population
Floyd County	0.0109	80,809
Fountain County	0.0076	16,731
Franklin County	0.0175	23,096
Fulton County	0.0307	20,358
Gary (city)	4.0762*	67,652
Gibson County	0.0139	32,904
Grant County	0.0183	66,200
Greene County	0.0200	31,196
Hamilton County	0.0121	371,645
Hancock County	0.0058	86,166
Harrison County	0.0365	40,006
Hendricks County	0.0009	186,387
Henry County	0.0267	48,929
Howard County	0.0222	83,831
Huntington County	0.0093	36,781
Jackson County	0.0153	46,460
Jasper County	0.0033	33,535
Jay County	0.0259	20,032
Jefferson County	0.0032	33,056
Jennings County	0.0000	27,622
Johnson County	0.0110	167,819
Knox County	0.0083	36,070
Kosciusko County	0.0123	80,364

*Health Department operations funded through General Fund

APPENDIX

A. Health Fund Tax Rates (Continued)

County	Tax Rate (\$)	Population
LaGrange County	0.0118	40,907
Lake County	0.0054	500,598
LaPorte County	0.0257	111,706
Lawrence County	0.0147	45,084
Madison County	0.0240	132,504
Marion County	0.1863	968,460
Marshall County	0.0145	46,352
Martin County	0.0094	9,897
Miami County	0.0204	35,402
Monroe County	0.0000	139,342
Montgomery County	0.0000	38,573
Morgan County	0.0071	73,227
Newton County	0.0180	13,960
Noble County	0.0134	47,430
Ohio County	0.0259	6,004
Orange County	0.0149	19,638
Owen County	0.0089	21,532
Parke County	0.0054	16,484
Perry County	0.0375	19,209
Pike County	0.0363	12,106
Porter County	0.0092	175,335
Posey County	0.0144	25,040
Pulaski County	0.0106	12,385
Putnam County	0.0197	37,567
Randolph County	0.0158	24,216

County	Tax Rate (\$)	Population
Ripley County	0.0168	29,227
Rush County	0.0225	16,847
St. Joseph County	0.0216	272,848
Scott County	0.0357	24,657
Shelby County	0.0086	45,231
Spencer County	0.0014	19,910
Starke County	0.0123	23,206
Steuben County	0.0088	34,917
Sullivan County	0.0224	20,757
Switzerland County	0.0027	10,019
Tippecanoe County	N/A	188,792
Tipton County	0.0101	15,256
Union County	0.0118	6,973
Vanderburgh County	0.0352	179,810
Vermillion County	0.0159	15,417
Vigo County	0.0494	106,153
Wabash County	0.0138	30,670
Warren County	0.0246	8,518
Warrick County	0.0119	65,867
Washington County	0.0331	28,205
Wayne County	0.0000	66,127
Wells County	0.0072	28,555
White County	0.0039	24,917
Whitley County	0.0220	34,742

*Health Department operations funded through General Fund

APPENDIX

B. Fishers HFI Core Public Health Services Activity Summary

This is a snapshot of core service activity as reported by local health departments from Jan. 1, 2024 - Dec. 31, 2024.

Population: 104,094 | Total Number of Services Provided (All Core Services): 28,519

Access and Linkage to Clinical Care		Services
Screenings and Referrals		57
Number of people screened for diabetes risk factors through local health department or partners		15
Number of people screening positive for food insecurity		21
Number of people referred to a food assistance program		21
Number of Pediatric Referrals for Clinical Care		46
Mental Health Services		9
General		37
Number of Adult Referrals for Clinical Care		77
Mental Health Services		17
General		60
Other		1,686
Other Services Provided: Education on services & resources available at LHD, education at Boo Bash Outreach Event (healthy eating, exercise, mental health, sleep habits, clinic services), presentation at local library regarding clinic services & other programs, and therapy sessions through counseling program at Shepherd's Center of Hamilton County		1,686
Total Services Provided		1,866

APPENDIX

B. Fishers HFI Core Public Health Services Activity Summary (Continued)

Child and Adult Immunizations	
Number of children who received immunizations at a local health department or a contractor/partner of the LHD	1,401
Number of individuals connected with insurance navigation services	1
Number of adults who received immunizations at the LHD or a contractor/partner of the LHD	1,225
Number of vaccination clinics held off-site of primary LHD location	14
Other	50
Other Services Provided: Provided immunization records & scheduled appointments at various community events, and information on LHD services at pop-up clinic	
Total Services Provided	2,691

Childhood Lead Screening and Case Management	
Testing	71
Number of children tested for blood lead levels	9
Number of children identified with an elevated blood lead level (EBLL) above 3.5 mcg/dL	39
Number of children identified with an EBLL for whom case management was started	23
Education	40
Number of families provided lead education	28
Number of health care providers or early childhood providers given lead testing/lead reduction education	12
Total Services Provided	111

APPENDIX

B. Fishers HFI Core Public Health Services Activity Summary (Continued)

Chronic Disease Prevention and Reduction	
Screening and Referrals	70
Number of people screening positive for food insecurity	35
Number of people referred to a food assistance program	35
Programming	128
Number of adults participating in nutrition and physical activity education programming	118
Number of seniors participating in nutrition and physical activity education programming	8
Number of cancer risk reduction and prevention programs provided by the LHD	1
Number of cancer survivorship related services provided (smoking cessation, cancer support groups, respite opportunities for care givers)	1
Other	3,059
Other Services Provided: Provided various educational and promotional activities at local farmers market booth (physical activity, physical and mental health, healthy eating), education on high blood pressure at Juneteenth Event at Conner Prairie, and Girl Scout nutrition lesson	3,059
Total Services Provided	3,257

Emergency Preparedness	
Number of emergency preparedness drills/exercises conducted between LHD and other preparedness partners	6
Other	1
Other Services Provided: Provided PHEP coordinator trainings	1
Total Services Provided	7

APPENDIX

B. Fishers HFI Core Public Health Services Activity Summary (Continued)

Fatality Review (Child, Infant, Fetal, Suicide, Overdose)	
Referrals/Screenings	13
Number of individuals connected to grief and bereavement resources	13
Total Services Provided	13
Infectious Disease Prevention and Control	
Disease Prevention and Control	40
Number of outbreaks (or suspected outbreaks) that were investigated	40
Community Outreach	106
Number of people educated on HIV/HCV/STI	106
Other	301
Other Services Provided: Provided handwashing and germ prevention education at local farmers market, case investigations for multiple communicable diseases, and sexual health supplies at local community event	106
Total Services Provided	447
Student Health/School Health Liaison	
Education	2
Number of schools in county with supported evidence-based anti-bullying programs and groups that support student mental health (e.g., Bring Change to Mind)	2
Number of Schools Receiving Emergency Preparedness Education (Staff & Students)	6
Overdose/naloxone	6
Other	9,427
Other Services Provided: Provided education on various topics (oral hygiene, substance use prevention, harms of screen time, mental health, online communications, positive peer relationships, etc.), lessons on various topics (health equity, handwashing, personal hygiene, communicable disease, StigmaFree, etc.), and 'What is Public Health?' presentations	9,427
Total Services Provided	9,435

APPENDIX

B. Fishers HFI Core Public Health Services Activity Summary (Continued)

Tobacco Prevention and Cessation	
Number of individuals age 13 years or older referred to Indiana Tobacco Quitline/Quit Now Indiana or other cessation resource	2,283
Number of youth provided education on the harms of vaping	3,500
Number of adults provided education on the harms of tobacco use and vaping	79
Number of school staff who have been trained to provide tobacco education	47
Number of schools providing vaping prevention education through local health department/school liaison	19
Number of schools providing nicotine dependence treatment resources through local health department/school liaison	5
Total Services Provided	5,933

Trauma and Injury Prevention and Education	
Training/Education	1,800
Number of people educated or trained on water safety (including swim lessons)	638
Number of people educated in fall prevention and home remedies for fall risks	374
Number of people educated and/or trained on substance use prevention	136
Number of people educated and/or trained on mental health and suicide prevention	555
Number of seniors participating in activities related to fall prevention	95
Number of certified peer recovery coaches in county with support of LHD	2
Equipment	93
Number of people provided with infant-safe sleep education, including families and professionals	93
Referrals	333
Number of people referred/linked to substance use/mental health treatment	333

APPENDIX

B. Fishers HFI Core Public Health Services Activity Summary (Continued)

Trauma and Injury Prevention and Education	
Other	951
Other Services Provided: Provided various education at community events (culture/diversity, hydration/heat stroke prevention, sunscreen/skin cancer prevention, vector bites, mental health, etc.), naloxone training, and follow-up on all referrals from emergency services related to mental health and other health-related disparities	333
Total Services Provided	3,177

Tuberculosis (TB) Prevention and Case Management	
Number of people provided TB testing (IGRA or TST)	509
Number of people provided treatment for latent TB infection (LTBI)	76
Number of people provided treatment for TB disease	5
Number of people provided Directly Observed Therapy (DOT) services	317
Number of people educated on TB	607
Number of people with a Class B1 TB designation served	12
Number of referrals to wraparound services	56
Total Services Provided	1,582

Notes

- Data is current as of 1/2/2025 at 10:00 a.m.
- Activity tracker entries were self-reported by local health departments who opted into HFI in 2024.
- Calculations focused on number of services provided summing the subfields when data was available; when unavailable, the number of unique individuals served was used.
- Changes to these data and/or associated collection methods may affect the comparability of counts to previous or future reports.
- Reported counts may also contain duplications of unique individuals and activities.
- Population data are based on the 2023 U.S. Bureau of Census estimate population counts for Indiana and its county populations.

Notes



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